

MAINE INSTRUCTION 360-384 – MAINE NRCS' POLICY REGARDING EMPLOYEE'S REST PERIODS (BREAKS)

Per 29 CFR, Part 785.18 and Part 785.19, Federal Law does not require agencies to offer employees established “rest periods” that are “paid for as working time”. Maine NRCS has established policy authorizing one 15-minute rest period (break) per day. Breaks cannot be taken within 1 hour upon arriving to work or within 1 hour of departing work and the timeframe must be approved by the employee’s supervisor. This 15-minute break is considered as compensable work hours, which means employees are paid during this timeframe.

In addition, according to GM_360_427 – Part 427 – “NRCS Hours of Duty”, employees are responsible for choosing a 30-minute, up to 1-hour lunch period (employees do not get paid for their lunch period) within the established lunch band, (11:00 am – 2:00 pm).

Contact. If you have any questions or comments, please contact Brian Vigue, State Administrative Officer at 207-990-9567 or via email at brian.vigue@me.usda.gov.